

WE UNITED IMAGINE

10TH ANNUAL LEADERSHIP SUMMIT

Europe | Würth Elektronik, Munich, Germany | 22-24 April 2026

The Summit features separate Ladies in Leadership & Gentlemen in Leadership tracks, plus a shared WE United Leadership sessions for all participants. Programming start/end times vary - please check your individual schedule when booking travel. All times are CET.

Ladies in Leadership: 22-23 April 2026

Begins: Welcome Reception & Dinner: 22 April, 18:30
Concludes: 23 April, 20:00

WE United Leadership (All Participants)

23 April 2026, 12:00 - 20:00 (WE United Lunch + Programming + Dinner)

Gentlemen in Leadership

23-24 April 2026

Begins: 23 April, 12:00 (with the WE United Lunch + Programming)
Concludes: 24 April, 12:00

Travel Note: Ladies should depart after 23 April, 20:00. Gentlemen should arrive before 23 April, 12:00.

18:30 **22 April 2026: Ladies Welcome Dinner**

23 April 2026: Imagining a Refreshed Future

07:00 **Breakfast & Arrival**

08:00 **WE United Welcome**

08:15 **Würth Welcome**

08:30 **Influence and Power: Rethinking Authority, Ownership, & Leadership**

- Power beyond hierarchy
- Yielding influence to strengthen systems
- Authority rooted in trust and credibility
- Entrepreneurship as a leadership posture

09:15 **Taking Stock: Where We Are & What Comes Next**

- The current leadership landscape: facts over narratives
- What's breaking and what's quietly evolving
- Why this moment requires imagination grounded in reality
- The cost of letting change dictate direction

10:00 **Performance vs. Potential: Rethinking How Talent Is Evaluated, Developed & Advanced**

- Why traditional evaluation models fall short
- How bias quietly shapes opportunity
- New ways leaders identify and cultivate potential
- Shifting from reactive promotion to intentional growth
- What roles are needed
- How are we advancing women

11:00 **A Woman's Leadership Journey: A Fresh Perspective on Success, Sacrifice, & Sustainability**

- What success required then
- What it demands now
- How rising leaders can evolve without losing themselves
- Designing careers that endure

12:00 **Gentlemen in Leadership Programme Begins**

12:00 **Lunch & Lead: Mentorship Connect**

13:00 **Welcome Gentlemen**

13:15 **Building Trust in a Disrupted World: Reframing Supply Chain Realignment as a Leadership Challenge**

- Trust as a lifeline for growth
- Navigating realignment while building culture
- Transparency and collaboration under pressure
- Leading through uncertainty with adaptability and strength

14:00 **AI, Digital Technology, & the Future of Work: What Is Changing in the Supply Chain & What Endures**

- Human judgment in an automated world
- Evolving roles and responsibilities
- Skills that will matter going forward
- Designing work with intention
- Career impact and practical preparation

15:00 **Networking Break**

15:15 **Women's Leadership Panel: Perspectives on Success & Sustainability**

- Why many DEI efforts fail
- Where progress continues to emerge
- Leadership courage in polarized environments
- Moving from programmes to everyday behaviours
- Where women still have extra challenges

16:00 **Closing Keynote: IMAGINE What's Next: Leading with Purpose & Conviction**

- Asking better questions
- Planning with imagination, not fear
- Designing systems that outlast disruption
- The responsibility of leaders to shape the future

17:00 **Adjourn**

18:00 **WE United Dinner at Würth**

20:00 **Ladies in Leadership Programme Concludes**

24 April 2026: Gentlemen in Leadership Programme: Imagining a New Way

07:00 **Breakfast & Arrival**

08:00 **Utilizing Influence & Power: Authority with Empathy**

- Power beyond hierarchy
- Yielding influence to strengthen systems
- Authority rooted in trust and credibility
- Entrepreneurship as a leadership posture

09:00 **Taking Stock: Where We Are & What Comes Next**

- The current leadership landscape: facts over narratives
- What's breaking and what's quietly evolving
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10:00 **Performance & Potential: Rethinking How Talent Is Evaluated, Developed, & Advanced**

- Why traditional evaluation models fall short
- How bias quietly shapes opportunity
- New ways leaders identify and cultivate potential
- Shifting from reactive promotion to intentional growth

11:00 **Closing Keynote: What Defines Success & Legacy Leadership**

- What success required then
- What it demands now
- Designing careers that endure
- Succession planning and leadership continuity

12:00 **Adjourn**



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